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# Statistical release

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# Quarterly Employment Statistics (QES) December 2009

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## Part A - Key estimates of number of employees and their earnings

**Table A – Number of employees as at the end of September 2009 and December 2009, and gross earnings for the quarters ended September 2009 and December 2009.**

Main estimates	Quarter ended December 2008	Quarter ended September 2009*	Quarter ended December 2009	Percentage change between the quarters ended September 2009 and December 2009	Percentage change between the quarters ended December 2008 and December 2009
Number of employees (000)	8 512	8 143	8 161	0,2	-4,1
Gross earnings (R' 000)	273 957 000	263 024 000	294 509 000	12,0	7,5

\*Revised estimates

### Key findings for the quarter ended December 2009

#### **Employment in the formal non-agricultural business sector increased between the quarters ended September 2009 and December 2009.**

The December 2009 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy increased by about 18 000 persons (or +0,2%) from September 2009 (an estimated 8 143 000 employees) to December 2009 (an estimated 8 161 000 employees).

#### **Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended September 2009 and December 2009.**

The gross earnings paid to employees during the quarter ended December 2009 (October 2009 to December 2009) amounted to R294 509 million. This reflects a quarterly increase of R31 485 million (or +12,0%) compared with the quarter ended September 2009 (July 2009 to September 2009).

#### **Employment in the formal non-agricultural business sector decreased between the quarters ended December 2008 and December 2009.**

The December 2009 Quarterly Employment Statistics (QES) survey shows that an estimated 8 161 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual decrease of about 351 000 employees (or -4,1%) compared with December 2008 (an estimated 8 512 000 employees).

#### **Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended December 2008 and December 2009.**

The gross earnings paid to employees during the quarter ended December 2009 (October 2009 to December 2009) amounted to R294 509 million. This reflects an annual increase of R20 552 million (or +7,5%) compared with the quarter ended December 2008 (October 2008 to December 2008).

## Part B - Key estimates of average monthly earnings

**Table B – Average monthly earnings paid to employees in the formal non-agricultural business sector**

Average monthly earnings	November 2008 (Rand)	August 2009 (Rand)*	November 2009 (Rand)	Percentage change between August 2009 and November 2009	Percentage change between November 2008 and November 2009
Including bonuses and overtime payments	9 527	10 278	10 694	4,0	12,2

\*Revised estimates

### Key findings regarding average monthly earnings including bonuses and overtime payments

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between August 2009 and November 2009.**

The December 2009 Quarterly Employment Statistics (QES) survey reflected a quarterly increase of 4,0% in average monthly earnings paid to employees in the formal non-agricultural business sector between August 2009 (an estimated R10 278) and November 2009 (an estimated R10 694).

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between November 2008 and November 2009.**

The December 2009 Quarterly Employment Statistics (QES) survey reflected an annual increase of 12,2% in average monthly earnings paid to employees in the formal non-agricultural business sector between November 2008 (an estimated R9 527) and November 2009 (an estimated R10 694).

**P J Lehohla**  
**Statistician-General**

## Level of employees as at December 2009

The *mining and quarrying industry* reported an annual decrease of 33 000 employees (or -6,4%) at December 2009 compared with December 2008.

There was a quarterly decrease of 2 000 employees (or -0,4%) at December 2009 compared with September 2009.

**See explanatory notes.**

The *manufacturing industry* reported an annual decrease of 91 000 employees (or -7,1%) at December 2009 compared with December 2008.

There was a quarterly decrease of 18 000 employees (or -1,5%) at December 2009 compared with September 2009. This is mainly due to the decreases in employment in the manufacturing of other food products; manufacturing of beverages; manufacturing of non-metallic mineral products; manufacturing of other chemical products; manufacturing of motor vehicles; and manufacturing of parts and accessories for motor vehicles and their engines.

The *electricity, gas and water supply industry* reported no annual change at December 2009 compared with December 2008.

There was a quarterly increase of 1 000 employees (or +1,7%) at December 2009 compared with September 2009.

The *construction industry* reported an annual decrease of 61 000 employees (or -12,9%) at December 2009 compared with December 2008.

There was a quarterly decrease of 3 000 employees (or -0,7%) at December 2009 compared with September 2009. This is mainly due to decreases in employment in the building of complete construction; building completion; and site preparation.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual decrease of 80 000 employees (or -4,6%) at December 2009 compared with December 2008.

There was a quarterly increase of 34 000 employees (or +2,1%) at December 2009 compared with September 2009. This is mainly due to increases in employment in retail, wholesale and commission trade except of motor vehicles and motor cycles; hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (or -1,9%) at December 2009 compared with December 2008.

There was a quarterly increase of 2 000 employees (or +0,6%) at December 2009 compared with September 2009. This is mainly due to increases in employment in land transport; and supporting and auxiliary transport activities.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 118 000 employees (or -6,2%) at December 2009 compared with December 2008.

There was a quarterly increase of 12 000 employees (or +0,7%) at December 2009 compared with September 2009. This is mainly due to increases in employment in the insurance and pension funding, except compulsory social security; financial intermediation; renting of machinery and equipment without operator and of personal and household goods; and other business activities not elsewhere classified.

The *community, social and personal services industry* reported an annual increase of 39 000 employees (or +1,8%) at December 2009 compared with December 2008.

There was a quarterly decrease of 8 000 employees (or -0,4%) at December 2009 compared with September 2009. This is mainly due to decreases in employment in universities and universities of technology; other central government activities; education; and other service activities.

## Gross earnings paid to employees for the quarter ended December 2009

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R924 million (or +5,6%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R995 million (or +6,0%) for the quarter ended December 2009 compared with the quarter ended September 2009.

**See explanatory notes.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1 172 million (or +3,1%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R5 152 million (or +15,1%) for the quarter ended December 2009 compared with the quarter ended September 2009.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R494 million (or +12,2%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R176 million (or +4,0%) for the quarter ended December 2009 compared with the quarter ended September 2009.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R341 million (or +3,1%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R1 922 million (or +20,5%) for the quarter ended December 2009 compared with the quarter ended September 2009.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R1 259 million (or +3,2%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R4 347 million (or +12,1%) for the quarter ended December 2009 compared with the quarter ended September 2009.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R910 million (or +5,9%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R282 million (or +1,8%) for the quarter ended December 2009 compared with the quarter ended September 2009.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of R1 587 million (or -2,3%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R3 258 million (or +5,0%) for the quarter ended December 2009 compared with the quarter ended September 2009.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R17 039 million (or +21,1%) for the quarter ended December 2009 compared with the quarter ended December 2008.

There was a quarterly increase of R15 353 million (or +18,7%) for the quarter ended December 2009 compared with the quarter ended September 2009.

## Part 1 - Estimation of number of employees and their earnings

Table 1 – Total (all formal non-agricultural industries)

### 1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	8 059 000	-	-	-	-
Sep	8 124 000	65 000	0,8	-	-
Dec	8 222 000	98 000	1,2	-	-
2007 Mar	8 244 000	22 000	0,3	-	-
Jun	8 288 000	44 000	0,5	229 000	2,8
Sep	8 343 000	55 000	0,7	219 000	2,7
Dec	8 410 000	67 000	0,8	188 000	2,3
2008 Mar	8 417 000	7 000	0,1	173 000	2,1
Jun	8 457 000	40 000	0,5	169 000	2,0
Sep	8 490 000	33 000	0,4	147 000	1,8
Dec	8 512 000	22 000	0,3	102 000	1,2
2009 Mar	8 326 000	-186 000	-2,2	-91 000	-1,1
Jun	8 241 000	-85 000	-1,0	-216 000	-2,6
Sep*	8 143 000	-98 000	-1,2	-347 000	-4,1
Dec	8 161 000	18 000	0,2	-351 000	-4,1

\*Revised estimates

### 1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	190 850 000	-	-	-	-
Sep	199 761 000	8 911 000	4,7	-	-
Dec	220 239 000	20 478 000	10,3	-	-
2007 Mar	205 192 000	-15 047 000	-6,8	-	-
Jun	210 918 000	5 726 000	2,8	20 068 000	10,5
Sep	219 881 000	8 963 000	4,2	20 120 000	10,1
Dec	241 569 000	21 688 000	9,9	21 330 000	9,7
2008 Mar	235 349 000	-6 220 000	-2,6	30 157 000	14,7
Jun	244 021 000	8 672 000	3,7	33 103 000	15,7
Sep	253 964 000	9 943 000	4,1	34 083 000	15,5
Dec	273 957 000	19 993 000	7,9	32 388 000	13,4
2009 Mar	259 223 000	-14 734 000	-5,4	23 874 000	10,1
Jun	258 827 000	-396 000	-0,2	14 806 000	6,1
Sep*	263 024 000	4 197 000	1,6	9 060 000	3,6
Dec	294 509 000	31 485 000	12,0	20 552 000	7,5

\*Revised estimates



**Table 2 – Mining and quarrying industry**

**2.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2007	Mar	484 000	9 000	1,9	-	-
	Jun	497 000	13 000	2,7	38 000	8,3
	Sep	505 000	8 000	1,6	42 000	9,1
	Dec	506 000	1 000	0,2	31 000	6,5
2008	Mar	508 000	2 000	0,4	24 000	5,0
	Jun	520 000	12 000	2,4	23 000	4,6
	Sep	532 000	12 000	2,3	27 000	5,3
	Dec	518 000	-14 000	-2,6	12 000	2,4
2009	Mar	500 000	-18 000	-3,5	-8 000	-1,6
	Jun	492 000	-8 000	-1,6	-28 000	-5,4
	Sep*	487 000	-5 000	-1,0	-45 000	-8,5
	Dec	485 000	-2 000	-0,4	-33 000	-6,4

\*Revised estimates

**2.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2007	Mar	11 506 000	-	-	-	-
	Jun	11 995 000	489 000	4,2	-	-
	Sep	12 871 000	876 000	7,3	-	-
	Dec	13 456 000	585 000	4,5	-	-
2008	Mar	13 554 000	98 000	0,7	2 048 000	17,8
	Jun	14 602 000	1 048 000	7,7	2 607 000	21,7
	Sep	15 622 000	1 020 000	7,0	2 751 000	21,4
	Dec	16 519 000	897 000	5,7	3 063 000	22,8
2009	Mar	15 605 000	-914 000	-5,5	2 051 000	15,1
	Jun	15 692 000	87 000	0,6	1 090 000	7,5
	Sep*	16 448 000	756 000	4,8	826 000	5,3
	Dec	17 443 000	995 000	6,0	924 000	5,6

\*Revised estimates

**Table 3 – Manufacturing industry**

**3.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 331 000	-	-	-	-
Sep	1 334 000	3 000	0,2	-	-
Dec	1 333 000	-1 000	-0,1	-	-
2007 Mar	1 322 000	-11 000	-0,8	-	-
Jun	1 323 000	1 000	0,1	-8 000	-0,6
Sep	1 318 000	-5 000	-0,4	-16 000	-1,2
Dec	1 315 000	-3 000	-0,2	-18 000	-1,4
2008 Mar	1 312 000	-3 000	-0,2	-10 000	-0,8
Jun	1 307 000	-5 000	-0,4	-16 000	-1,2
Sep	1 300 000	-7 000	-0,5	-18 000	-1,4
Dec	1 275 000	-25 000	-1,9	-40 000	-3,0
2009 Mar	1 239 000	-36 000	-2,8	-73 000	-5,6
Jun	1 220 000	-19 000	-1,5	-87 000	-6,7
Sep*	1 202 000	-18 000	-1,5	-98 000	-7,5
Dec	1 184 000	-18 000	-1,5	-91 000	-7,1

\*Revised estimates

**3.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	27 914 000	-	-	-	-
Sep	28 897 000	983 000	3,5	-	-
Dec	33 635 000	4 738 000	16,4	-	-
2007 Mar	28 988 000	-4 647 000	-13,8	-	-
Jun	29 555 000	567 000	2,0	1 641 000	5,9
Sep	30 785 000	1 230 000	4,2	1 888 000	6,5
Dec	35 433 000	4 648 000	15,1	1 798 000	5,3
2008 Mar	32 118 000	-3 315 000	-9,4	3 130 000	10,8
Jun	32 726 000	608 000	1,9	3 171 000	10,7
Sep	33 968 000	1 242 000	3,8	3 183 000	10,3
Dec	38 052 000	4 084 000	12,0	2 619 000	7,4
2009 Mar	33 352 000	-4 700 000	-12,4	1 234 000	3,8
Jun	33 446 000	94 000	0,3	720 000	2,2
Sep*	34 072 000	626 000	1,9	104 000	0,3
Dec	39 224 000	5 152 000	15,1	1 172 000	3,1

\*Revised estimates

**Table 4 – Electricity, gas and water supply industry**

**4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	52 000	-	-	-	-
Sep	51 000	-1 000	-1,9	-	-
Dec	53 000	2 000	3,9	-	-
2007 Mar	54 000	1 000	1,9	-	-
Jun	54 000	0	0,0	2 000	3,8
Sep	55 000	1 000	1,9	4 000	7,8
Dec	56 000	1 000	1,8	3 000	5,7
2008 Mar	58 000	2 000	3,6	4 000	7,4
Jun	59 000	1 000	1,7	5 000	9,3
Sep	59 000	0	0,0	4 000	7,3
Dec	59 000	0	0,0	3 000	5,4
2009 Mar	60 000	1 000	1,7	2 000	3,4
Jun	59 000	-1 000	-1,7	0	0,0
Sep	58 000	-1 000	-1,7	-1 000	-1,7
Dec	59 000	1 000	1,7	0	0,0

**4.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	2 097 000	-	-	-	-
Sep	2 775 000	678 000	32,3	-	-
Dec	2 698 000	-77 000	-2,8	-	-
2007 Mar	2 454 000	-244 000	-9,0	-	-
Jun	2 400 000	-54 000	-2,2	303 000	14,4
Sep	3 131 000	731 000	30,5	356 000	12,8
Dec	3 241 000	110 000	3,5	543 000	20,1
2008 Mar	2 780 000	-461 000	-14,2	326 000	13,3
Jun	2 921 000	141 000	5,1	521 000	21,7
Sep	3 558 000	637 000	21,8	427 000	13,6
Dec	4 048 000	490 000	13,8	807 000	24,9
2009 Mar	3 514 000	-534 000	-13,2	734 000	26,4
Jun	3 476 000	-38 000	-1,1	555 000	19,0
Sep*	4 366 000	890 000	25,6	808 000	22,7
Dec	4 542 000	176 000	4,0	494 000	12,2

\*Revised estimates

**Table 5 – Construction industry**

**5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	456 000	-	-	-	-
Sep	459 000	3 000	0,7	-	-
Dec	458 000	-1 000	-0,2	-	-
2007 Mar	470 000	12 000	2,6	-	-
Jun	473 000	3 000	0,6	17 000	3,7
Sep	475 000	2 000	0,4	16 000	3,5
Dec	466 000	-9 000	-1,9	8 000	1,7
2008 Mar	468 000	2 000	0,4	-2 000	-0,4
Jun	474 000	6 000	1,3	1 000	0,2
Sep	467 000	-7 000	-1,5	-8 000	-1,7
Dec	474 000	7 000	1,5	8 000	1,7
2009 Mar	458 000	-16 000	-3,4	-10 000	-2,1
Jun	441 000	-17 000	-3,7	-33 000	-7,0
Sep*	416 000	-25 000	-5,7	-51 000	-10,9
Dec	413 000	-3 000	-0,7	-61 000	-12,9

\*Revised estimates

**5.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	6 743 000	-	-	-	-
Sep	6 893 000	150 000	2,2	-	-
Dec	7 896 000	1 003 000	14,6	-	-
2007 Mar	7 341 000	-555 000	-7,0	-	-
Jun	7 671 000	330 000	4,5	928 000	13,8
Sep	7 870 000	199 000	2,6	977 000	14,2
Dec	9 389 000	1 519 000	19,3	1 493 000	18,9
2008 Mar	8 317 000	-1 072 000	-11,4	976 000	13,3
Jun	9 154 000	837 000	10,1	1 483 000	19,3
Sep	9 762 000	608 000	6,6	1 892 000	24,0
Dec	10 934 000	1 172 000	12,0	1 545 000	16,5
2009 Mar	9 208 000	-1 726 000	-15,8	891 000	10,7
Jun	9 335 000	127 000	1,4	181 000	2,0
Sep*	9 353 000	18 000	0,2	-409 000	-4,2
Dec	11 275 000	1 922 000	20,5	341 000	3,1

\*Revised estimates

**Table 6 – Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry**

**6.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 664 000	-	-	-	-
Sep	1 673 000	9 000	0,5	-	-
Dec	1 739 000	66 000	3,9	-	-
2007 Mar	1 706 000	-33 000	-1,9	-	-
Jun	1 730 000	24 000	1,4	66 000	4,0
Sep	1 741 000	11 000	0,6	68 000	4,1
Dec	1 774 000	33 000	1,9	35 000	2,0
2008 Mar	1 739 000	-35 000	-2,0	33 000	1,9
Jun	1 726 000	-13 000	-0,7	-4 000	-0,2
Sep	1 709 000	-17 000	-1,0	-32 000	-1,8
Dec	1 747 000	38 000	2,2	-27 000	-1,5
2009 Mar	1 681 000	-66 000	-3,8	-58 000	-3,3
Jun	1 672 000	-9 000	-0,5	-54 000	-3,1
Sep*	1 633 000	-39 000	-2,3	-76 000	-4,4
Dec	1 667 000	34 000	2,1	-80 000	-4,6

\*Revised estimates

**6.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	27 465 000	-	-	-	-
Sep	28 006 000	541 000	2,0	-	-
Dec	31 722 000	3 716 000	13,3	-	-
2007 Mar	29 234 000	-2 488 000	-7,8	-	-
Jun	30 318 000	1 084 000	3,7	2 853 000	10,4
Sep	30 962 000	644 000	2,1	2 956 000	10,6
Dec	35 752 000	4 790 000	15,5	4 030 000	12,7
2008 Mar	33 845 000	-1 907 000	-5,3	4 611 000	15,8
Jun	34 765 000	920 000	2,7	3 644 000	12,3
Sep	35 294 000	529 000	1,5	4 332 000	14,0
Dec	38 870 000	3 576 000	10,1	3 118 000	8,7
2009 Mar	35 676 000	-3 194 000	-8,2	1 831 000	5,4
Jun	35 780 000	104 000	0,3	1 015 000	2,9
Sep*	35 782 000	2 000	0,0	488 000	1,4
Dec	40 129 000	4 347 000	12,1	1 259 000	3,2

\*Revised estimates

**Table 7 – Transport, storage and communication industry**

**7.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	352 000	-	-	-	-
Sep	360 000	8 000	2,3	-	-
Dec	364 000	4 000	1,1	-	-
2007 Mar	361 000	-3 000	-0,8	-	-
Jun	359 000	-2 000	-0,6	7 000	2,0
Sep	358 000	-1 000	-0,3	-2 000	-0,6
Dec	360 000	2 000	0,6	-4 000	-1,1
2008 Mar	364 000	4 000	1,1	3 000	0,8
Jun	364 000	0	0,0	5 000	1,4
Sep	366 000	2 000	0,5	8 000	2,2
Dec	366 000	0	0,0	6 000	1,7
2009 Mar	362 000	-4 000	-1,1	-2 000	-0,5
Jun	353 000	-9 000	-2,5	-11 000	-3,0
Sep*	357 000	4 000	1,1	-9 000	-2,5
Dec	359 000	2 000	0,6	-7 000	-1,9

\*Revised estimates

**7.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	11 431 000	-	-	-	-
Sep	12 323 000	892 000	7,8	-	-
Dec	13 226 000	903 000	7,3	-	-
2007 Mar	11 957 000	-1 269 000	-9,6	-	-
Jun	13 169 000	1 212 000	10,1	1 738 000	15,2
Sep	12 543 000	-626 000	-4,8	220 000	1,8
Dec	14 064 000	1 521 000	12,1	838 000	6,3
2008 Mar	13 303 000	-761 000	-5,4	1 346 000	11,3
Jun	15 329 000	2 026 000	15,2	2 160 000	16,4
Sep	14 194 000	-1 135 000	-7,4	1 651 000	13,2
Dec	15 418 000	1 224 000	8,6	1 354 000	9,6
2009 Mar	14 006 000	-1 412 000	-9,2	703 000	5,3
Jun	14 942 000	936 000	6,7	-387 000	-2,5
Sep*	16 046 000	1 104 000	7,4	1 852 000	13,0
Dec	16 328 000	282 000	1,8	910 000	5,9

\*Revised estimates

**Table 8 – Financial intermediation, insurance, real estate and business services industry**

**8.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 745 000	-	-	-	-
Sep	1 773 000	28 000	1,6	-	-
Dec	1 799 000	26 000	1,5	-	-
2007 Mar	1 819 000	20 000	1,1	-	-
Jun	1 825 000	6 000	0,3	80 000	4,6
Sep	1 851 000	26 000	1,4	78 000	4,4
Dec	1 872 000	21 000	1,1	73 000	4,1
2008 Mar	1 883 000	11 000	0,6	64 000	3,5
Jun	1 907 000	24 000	1,3	82 000	4,5
Sep	1 924 000	17 000	0,9	73 000	3,9
Dec	1 914 000	-10 000	-0,5	42 000	2,2
2009 Mar	1 863 000	-51 000	-2,7	-20 000	-1,1
Jun	1 824 000	-39 000	-2,1	-83 000	-4,4
Sep*	1 784 000	-40 000	-2,2	-140 000	-7,3
Dec	1 796 000	12 000	0,7	-118 000	-6,2

\*Revised estimates

**8.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	50 879 000	-	-	-	-
Sep	52 779 000	1 900 000	3,7	-	-
Dec	59 860 000	7 081 000	13,4	-	-
2007 Mar	56 280 000	-3 580 000	-6,0	-	-
Jun	56 796 000	516 000	0,9	5 917 000	11,6
Sep	58 484 000	1 688 000	3,0	5 705 000	10,8
Dec	62 225 000	3 741 000	6,4	2 365 000	4,0
2008 Mar	64 277 000	2 052 000	3,3	7 997 000	14,2
Jun	63 106 000	-1 171 000	-1,8	6 310 000	11,1
Sep	65 802 000	2 696 000	4,3	7 318 000	12,5
Dec	69 544 000	3 742 000	5,7	7 319 000	11,8
2009 Mar	69 386 000	-158 000	-0,2	5 109 000	7,9
Jun	65 491 000	-3 895 000	-5,6	2 385 000	3,8
Sep*	64 699 000	-792 000	-1,2	-1 103 000	-1,7
Dec	67 957 000	3 258 000	5,0	-1 587 000	-2,3

\*Revised estimates

**Table 9 – Community, social and personal services industry**

**9.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	2 001 000	-	-	-	-
Sep	2 010 000	9 000	0,4	-	-
Dec	2 001 000	-9 000	-0,4	-	-
2007 Mar	2 027 000	26 000	1,3	-	-
Jun	2 028 000	1 000	0,0	27 000	1,3
Sep	2 040 000	12 000	0,6	30 000	1,5
Dec	2 062 000	22 000	1,1	61 000	3,0
2008 Mar	2 085 000	23 000	1,1	58 000	2,9
Jun	2 100 000	15 000	0,7	72 000	3,6
Sep	2 133 000	33 000	1,6	93 000	4,6
Dec	2 159 000	26 000	1,2	97 000	4,7
2009 Mar	2 163 000	4 000	0,2	78 000	3,7
Jun	2 180 000	17 000	0,8	80 000	3,8
Sep*	2 206 000	26 000	1,2	73 000	3,4
Dec	2 198 000	-8 000	-0,4	39 000	1,8

\*Revised estimates

**9.2 Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	54 825 000	-	-	-	-
Sep	58 040 000	3 215 000	5,9	-	-
Dec	60 696 000	2 656 000	4,6	-	-
2007 Mar	58 423 000	-2 273 000	-3,7	-	-
Jun	60 032 000	1 609 000	2,8	5 207 000	9,5
Sep	64 321 000	4 289 000	7,1	6 281 000	10,8
Dec	69 112 000	4 791 000	7,4	8 416 000	13,9
2008 Mar	67 156 000	-1 956 000	-2,8	8 733 000	14,9
Jun	71 418 000	4 262 000	6,3	11 386 000	12,3
Sep	75 764 000	4 346 000	6,1	11 443 000	17,8
Dec	80 572 000	4 808 000	6,3	11 460 000	16,6
2009 Mar	78 476 000	-2 096 000	-2,6	11 320 000	16,9
Jun	80 665 000	2 189 000	2,8	9 247 000	12,9
Sep*	82 258 000	1 593 000	2,0	6 494 000	8,6
Dec	97 611 000	15 353 000	18,7	17 039 000	21,1

\*Revised estimates



## Part 2 - Estimation of average monthly earnings

Table 1 – Average monthly earnings at current prices, by industry

### 1.1 Total (All formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 531	-	-
Aug	7 889	4,8	-
Nov	7 924	0,4	-
2007 Feb	7 870	-0,7	-
May	8 093	2,8	7,5
Aug	8 409	3,9	6,6
Nov	8 752	4,1	10,4
2008 Feb	8 750	0,0	11,2
May	9 142	4,5	13,0
Aug	9 520	4,1	13,2
Nov	9 527	0,1	8,9
2009 Feb	9 614	0,9	9,9
May	9 724	1,1	6,4
Aug*	10 278	5,7	8,0
Nov	10 694	4,0	12,2

\*Revised estimates

### 1.2 Mining and quarrying industry\*\*

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	-	-	-
Aug	-	-	-
Nov	-	-	-
2007 Feb	8 071	-	-
May	8 002	-0,9	-
Aug	8 392	4,9	-
Nov	8 748	4,2	-
2008 Feb	9 028	3,2	11,9
May	9 319	3,2	16,5
Aug	9 979	7,1	18,9
Nov	10 453	4,7	19,5
2009 Feb	10 348	-1,0	14,6
May	10 660	3,0	14,4
Aug*	11 470	7,6	14,9
Nov	12 030	4,9	15,1

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

**1.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 820	-	-	6 373	-	-
Aug	7 079	3,8	-	6 596	3,5	-
Nov	7 161	1,2	-	6 611	0,2	-
2007 Feb	7 029	-1,8	-	6 487	-1,9	-
May	7 232	2,9	6,0	6 701	3,3	5,1
Aug	7 641	5,7	7,9	7 104	6,0	7,7
Nov	7 920	3,7	10,6	7 258	2,2	9,8
2008 Feb	7 863	-0,7	11,9	7 277	0,3	12,2
May	8 022	2,0	10,9	7 443	2,3	11,1
Aug	8 365	4,3	9,5	7 780	4,5	9,5
Nov	8 711	4,1	10,0	8 074	3,8	11,2
2009 Feb	8 547	-1,9	8,7	8 018	-0,7	10,2
May	8 787	2,8	9,5	8 279	3,3	11,2
Aug*	9 063	3,1	8,3	8 529	3,0	9,6
Nov	9 418	3,9	8,1	8 740	2,5	8,2

\*Revised estimates

**1.4 Electricity, gas and water supply industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	13 371	-	-	12 355	-	-
Aug	14 210	6,3	-	13 267	7,4	-
Nov	14 399	1,3	-	13 442	1,3	-
2007 Feb	15 081	4,7	-	14 175	5,5	-
May	14 703	-2,5	10,0	13 595	-4,1	10,0
Aug	15 446	5,1	8,7	14 464	6,4	9,0
Nov	16 682	8,0	15,9	15 490	7,1	15,2
2008 Feb	15 889	-4,8	5,4	14 848	-4,1	4,7
May	16 396	3,2	11,5	15 397	3,7	13,3
Aug	17 619	7,5	14,1	16 558	7,5	14,5
Nov	19 812	12,4	18,8	18 567	12,1	19,9
2009 Feb	19 481	-1,7	22,6	18 257	-1,7	23,0
May	19 582	0,5	19,4	18 318	0,3	19,0
Aug*	20 755	6,0	17,8	19 514	6,5	17,9
Nov	22 322	7,5	12,7	20 759	6,4	11,8

\*Revised estimates

**1.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	4 853	-	-	4 614	-	-
Aug	4 977	2,6	-	4 724	2,4	-
Nov	5 126	3,0	-	4 811	1,8	-
2007 Feb	5 208	1,6	-	4 958	3,1	-
May	5 278	1,3	8,8	4 998	0,8	8,3
Aug	5 497	4,1	10,4	5 186	3,8	9,8
Nov	5 910	7,5	15,3	5 549	7,0	15,3
2008 Feb	5 978	1,2	14,8	5 640	1,6	13,8
May	6 471	8,2	22,6	5 872	4,1	17,5
Aug	6 356	-1,8	15,6	5 935	1,1	14,4
Nov	6 347	-0,1	7,4	5 947	0,2	7,2
2009 Feb	6 672	5,1	11,6	6 362	7,0	12,8
May	7 004	5,0	8,2	6 608	3,9	12,5
Aug*	6 983	-0,3	9,9	6 649	0,6	12,0
Nov	7 360	5,4	16,0	6 908	3,9	16,2

\*Revised estimates

**1.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 265	-	-	5 098	-	-
Aug	5 431	3,2	-	5 244	2,9	-
Nov	5 466	0,6	-	5 205	-0,7	-
2007 Feb	5 456	-0,2	-	5 225	0,4	-
May	5 571	2,1	5,8	5 357	2,5	5,1
Aug	5 698	2,3	4,9	5 489	2,5	4,7
Nov	5 982	5,0	9,4	5 767	5,1	10,8
2008 Feb	6 132	2,5	12,4	5 915	2,6	13,2
May	6 386	4,1	14,6	6 134	3,7	14,5
Aug	6 624	3,7	16,3	6 325	3,1	15,2
Nov	6 501	-1,9	8,7	6 250	-1,2	8,4
2009 Feb	6 570	1,1	7,1	6 338	1,4	7,2
May	6 796	3,4	6,4	6 544	3,3	6,7
Aug*	6 939	2,1	4,8	6 720	2,7	6,2
Nov	7 093	2,2	9,1	6 832	1,7	9,3

\*Revised estimates

**1.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 517	-	-	9 661	-	-
Aug	10 571	0,5	-	9 729	0,7	-
Nov	10 709	1,3	-	9 763	0,3	-
2007 Feb	10 790	0,8	-	9 978	2,2	-
May	11 325	5,0	7,7	10 343	3,7	7,1
Aug	11 164	-1,4	5,6	10 187	-1,5	4,7
Nov	11 404	2,1	6,5	10 353	1,6	6,0
2008 Feb	11 606	1,8	7,6	10 626	2,6	6,5
May	11 891	2,5	5,0	10 818	1,8	4,6
Aug	12 011	1,0	7,6	11 030	2,0	8,3
Nov	12 679	5,6	11,2	11 568	4,9	11,7
2009 Feb	12 368	-2,5	6,6	11 344	-1,9	6,8
May	13 239	7,0	11,3	12 298	8,4	13,7
Aug*	13 634	3,0	13,5	12 650	2,9	14,7
Nov	13 530	-0,8	6,7	12 467	-1,4	7,8

\*Revised estimates

**1.8 Financial intermediation, insurance, real estate and business services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 917	-	-	8 585	-	-
Aug	9 567	7,3	-	9 104	6,0	-
Nov	9 407	-1,7	-	9 065	-0,4	-
2007 Feb	9 318	-0,9	-	9 054	-0,1	-
May	9 726	4,4	9,1	9 388	3,7	9,4
Aug	9 905	1,8	3,5	9 589	2,1	5,3
Nov	10 179	2,8	8,2	9 855	2,8	8,7
2008 Feb	10 082	-1,0	8,2	9 808	-0,5	8,3
May	10 262	1,8	5,5	9 973	1,7	6,2
Aug	10 846	5,7	9,5	10 276	3,0	7,2
Nov	10 483	-3,3	3,0	10 144	-1,3	2,9
2009 Feb	10 937	4,3	8,5	10 585	4,3	7,9
May	11 080	1,3	8,0	10 787	1,9	8,2
Aug*	11 509	3,9	6,1	10 917	1,2	6,2
Nov	11 512	0,0	9,8	11 179	2,4	10,2

\*Revised estimates

**1.9 Community, social and personal services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 780	-	-	8 534	-	-
Aug	9 128	4,0	-	8 890	4,2	-
Nov	9 295	1,8	-	9 038	1,7	-
2007 Feb	9 195	-1,1	-	8 968	-0,8	-
May	9 450	2,8	7,6	9 154	2,1	7,3
Aug	10 071	6,6	10,3	9 821	7,3	10,5
Nov	10 522	4,5	13,2	10 166	3,5	12,5
2008 Feb	10 189	-3,2	10,8	9 921	-2,4	10,6
May	10 982	7,8	16,2	10 684	7,7	16,7
Aug	11 313	3,0	12,3	10 990	2,9	11,9
Nov	11 222	-0,8	6,7	10 895	-0,9	7,2
2009 Feb	11 132	-0,8	9,3	10 837	-0,5	9,2
May	10 772	-3,2	-1,9	10 423	-3,8	-2,4
Aug*	11 984	11,3	5,9	11 701	12,3	6,5
Nov	12 981	8,3	15,7	12 579	7,5	15,5

\*Revised estimates

**Table 2 – Average monthly earnings at constant 2000 prices, by industry**

**2.1 Total (All formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 679	-	-
Aug	5 801	2,1	-
Nov	5 805	0,1	-
2007 Feb	5 703	-1,8	-
May	5 707	0,1	0,5
Aug	5 795	1,5	-0,1
Nov	5 914	2,1	1,9
2008 Feb	5 776	-2,3	1,3
May	5 771	-0,1	1,1
Aug	5 770	0,0	-0,4
Nov	5 760	-0,2	-2,6
2009 Feb	5 792	0,6	0,3
May	5 730	-1,1	-0,7
Aug*	5 951	3,9	3,1
Nov	6 167	3,6	7,1

\*Revised estimates

**2.2 Mining and quarrying industry\*\***

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	-	-	-
Aug	-	-	-
Nov	-	-	-
2007 Feb	5 849	-	-
May	5 643	-	-
Aug	5 783	-	-
Nov	5 911	-	-
2008 Feb	5 959	0,8	1,9
May	5 883	-1,3	4,3
Aug	6 048	2,8	4,6
Nov	6 320	4,5	6,9
2009 Feb	6 234	-1,4	4,6
May	6 282	0,8	6,8
Aug*	6 642	5,7	9,8
Nov	6 938	4,5	9,8

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

**2.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 143	-	-	4 806	-	-
Aug	5 205	1,2	-	4 850	0,9	-
Nov	5 246	0,8	-	4 843	-0,1	-
2007 Feb	5 093	-2,9	-	4 701	-2,9	-
May	5 100	0,1	-0,8	4 726	0,5	-1,7
Aug	5 266	3,3	1,2	4 896	3,6	0,9
Nov	5 351	1,6	2,0	4 904	0,2	1,3
2008 Feb	5 190	-3,0	1,9	4 803	-2,1	2,2
May	5 064	-2,4	-0,7	4 699	-2,2	-0,6
Aug	5 070	0,1	-3,7	4 715	0,3	-3,7
Nov	5 267	3,9	-1,6	4 881	3,5	-0,5
2009 Feb	5 149	-2,2	-0,8	4 830	-1,0	0,6
May	5 178	0,6	2,3	4 879	1,0	3,8
Aug*	5 248	1,4	3,5	4 939	1,2	4,8
Nov	5 431	3,5	3,1	5 040	2,0	3,3

\*Revised estimates

**2.4 Electricity, gas and water supply industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 084	-	-	9 317	-	-
Aug	10 449	3,6	-	9 755	4,7	-
Nov	10 549	1,0	-	9 848	1,0	-
2007 Feb	10 928	3,6	-	10 272	4,3	-
May	10 369	-5,1	2,8	9 587	-6,7	2,9
Aug	10 645	2,7	1,9	9 968	4,0	2,2
Nov	11 272	5,9	6,9	10 466	5,0	6,3
2008 Feb	10 488	-7,0	-4,0	9 801	-6,4	-4,6
May	10 351	-1,3	-0,2	9 720	-0,8	1,4
Aug	10 678	3,2	0,3	10 035	3,2	0,7
Nov	11 978	12,2	6,3	11 226	11,9	7,3
2009 Feb	11 736	-2,0	11,9	10 998	-2,0	12,2
May	11 539	-1,7	11,5	10 794	-1,9	11,0
Aug*	12 018	4,2	12,5	11 299	4,7	12,6
Nov	12 873	7,1	7,5	11 972	6,0	6,6

\*Revised estimates

**2.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 660	-	-	3 480	-	-
Aug	3 660	0,0	-	3 474	-0,2	-
Nov	3 755	2,6	-	3 525	1,5	-
2007 Feb	3 774	0,5	-	3 593	1,9	-
May	3 722	-1,4	1,7	3 525	-1,9	1,3
Aug	3 788	1,8	3,5	3 574	1,4	2,9
Nov	3 993	5,4	6,3	3 749	4,9	6,4
2008 Feb	3 946	-1,2	4,6	3 723	-0,7	3,6
May	4 085	3,5	9,8	3 707	-0,4	5,2
Aug	3 852	-5,7	1,7	3 597	-3,0	0,6
Nov	3 837	-0,4	-3,9	3 596	0,0	-4,1
2009 Feb	4 019	4,7	1,8	3 833	6,6	3,0
May	4 127	2,7	1,0	3 894	1,6	5,0
Aug*	4 043	-2,0	5,0	3 850	-1,1	7,0
Nov	4 245	5,0	10,6	3 984	3,5	10,8

\*Revised estimates

**2.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 971	-	-	3 845	-	-
Aug	3 993	0,6	-	3 856	0,3	-
Nov	4 004	0,3	-	3 813	-1,1	-
2007 Feb	3 954	-1,2	-	3 786	-0,7	-
May	3 929	-0,6	-1,1	3 778	-0,2	-1,7
Aug	3 927	-0,1	-1,7	3 783	0,1	-1,9
Nov	4 042	2,9	0,9	3 897	3,0	2,2
2008 Feb	4 048	0,1	2,4	3 904	0,2	3,1
May	4 032	-0,4	2,6	3 872	-0,8	2,5
Aug	4 015	-0,4	2,2	3 833	-1,0	1,3
Nov	3 930	-2,1	-2,8	3 779	-1,4	-3,0
2009 Feb	3 958	0,7	-2,2	3 818	1,0	-2,2
May	4 005	1,2	-0,7	3 856	1,0	-0,4
Aug*	4 018	0,3	0,1	3 891	0,9	1,5
Nov	4 091	1,8	4,1	3 940	1,3	4,3

\*Revised estimates



**2.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 931	-	-	7 286	-	-
Aug	7 773	-2,0	-	7 154	-1,8	-
Nov	7 845	0,9	-	7 152	0,0	-
2007 Feb	7 819	-0,3	-	7 230	1,1	-
May	7 987	2,1	0,7	7 294	0,9	0,1
Aug	7 694	-3,7	-1,0	7 021	-3,7	-1,9
Nov	7 705	0,1	-1,8	6 995	-0,4	-2,2
2008 Feb	7 661	-0,6	-2,0	7 014	0,3	-3,0
May	7 507	-2,0	-6,0	6 830	-2,6	-6,4
Aug	7 279	-3,0	-5,4	6 685	-2,1	-4,8
Nov	7 666	5,3	-0,5	6 994	4,6	0,0
2009 Feb	7 451	-2,8	-2,7	6 834	-2,3	-2,6
May	7 801	4,7	3,9	7 247	6,0	6,1
Aug*	7 895	1,2	8,5	7 325	1,1	9,6
Nov	7 803	-1,2	1,8	7 190	-1,8	2,8

\*Revised estimates

**2.8 Financial intermediation, insurance, real estate and business services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 725	-	-	6 474	-	-
Aug	7 035	4,6	-	6 694	3,4	-
Nov	6 892	-2,0	-	6 641	-0,8	-
2007 Feb	6 752	-2,0	-	6 561	-1,2	-
May	6 859	1,6	2,0	6 621	0,9	2,3
Aug	6 826	-0,5	-3,0	6 609	-0,2	-1,3
Nov	6 878	0,8	-0,2	6 659	0,8	0,3
2008 Feb	6 655	-3,2	-1,4	6 474	-2,8	-1,3
May	6 479	-2,6	-5,5	6 296	-2,7	-4,9
Aug	6 573	1,5	-3,7	6 228	-1,1	-5,8
Nov	6 338	-3,6	-7,9	6 133	-1,5	-7,9
2009 Feb	6 589	4,0	-1,0	6 377	4,0	-1,5
May	6 529	-0,9	0,8	6 357	-0,3	1,0
Aug*	6 664	2,1	1,4	6 321	-0,6	1,5
Nov	6 639	-0,4	4,7	6 447	2,0	5,1

\*Revised estimates

**2.9 Community, social and personal services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 621	-	-	6 436	-	-
Aug	6 712	1,4	-	6 537	1,6	-
Nov	6 810	1,5	-	6 621	1,3	-
2007 Feb	6 663	-2,2	-	6 499	-1,8	-
May	6 664	0,0	0,6	6 456	-0,7	0,3
Aug	6 941	4,2	3,4	6 768	4,8	3,5
Nov	7 109	2,4	4,4	6 869	1,5	3,7
2008 Feb	6 725	-5,4	0,9	6 549	-4,7	0,8
May	6 933	3,1	4,0	6 745	3,0	4,5
Aug	6 856	-1,1	-1,2	6 661	-1,2	-1,6
Nov	6 785	-1,0	-4,6	6 587	-1,1	-4,1
2009 Feb	6 706	-1,2	-0,3	6 528	-0,9	-0,3
May	6 348	-5,3	-8,4	6 142	-5,9	-8,9
Aug*	6 939	9,3	1,2	6 775	10,3	1,7
Nov	7 486	7,9	10,3	7 254	7,1	10,1

\*Revised estimates

## Additional information

### Technical notes

- 1 Confidence intervals**    **The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.**

The 95% confidence intervals of a population parameter (gross salaries and wages) is obtained as follows:

Lower limit

= lower 95% confidence limit of a population parameter  
= estimate – 1,96\*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter  
= estimate + 1,96\*Standard Error (estimate)

$$1.1 \text{ Standard Error (SE)} = \frac{\text{upper limit} - \text{lower limit}}{2 \times 1,96}$$

$$1.2 \text{ Relative Standard Error (RSE)} = \frac{\text{SE (estimate)}}{\text{estimate}} \times 100$$

**Table C - Estimates of number of employees by industry within 95% confidence limits**

Industry	Quarter ended September 2009*				Quarter ended December 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	487 132	487 132	487 132	0,0	485 079	485 079	485 079	0,0
Manufacturing	1 159 491	1 202 360	1 245 228	1,8	1 141 928	1 183 599	1 225 271	1,8
Electricity, gas and water supply	53 691	58 345	62 998	4,1	54 312	58 797	63 283	3,9
Construction	388 073	416 257	444 442	3,5	382 231	413 385	444 540	3,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 547 735	1 632 804	1 717 873	2,7	1 577 857	1 666 510	1 755 162	2,7
Transport, storage and communication	336 696	356 548	376 400	2,8	335 789	359 356	382 924	3,3
Financial intermediation, insurance, real estate and business services	1 693 107	1 784 240	1 875 374	2,6	1 707 764	1 796 329	1 884 894	2,5
Community, social and personal services	2 169 602	2 205 942	2 242 283	0,8	2 161 068	2 198 289	2 235 510	0,9
<b>Total</b>	<b>8 006 099</b>	<b>8 143 628</b>	<b>8 281 156</b>	<b>0,9</b>	<b>8 021 812</b>	<b>8 161 344</b>	<b>8 300 878</b>	<b>0,9</b>

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes).

**Table D - Estimates of gross earnings (R' 000) by industry within 95% confidence limits**

Industry	Quarter ended September 2009*				Quarter ended December 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	16 448 189	16 448 189	16 448 189	0,0	17 442 923	17 442 923	17 442 923	0,0
Manufacturing	33 040 482	34 072 436	35 104 390	1,5	38 006 462	39 223 812	40 441 162	1,6
Electricity, gas and water supply	4 281 712	4 365 535	4 449 358	1,0	4 450 344	4 541 722	4 633 099	1,0
Construction	8 666 129	9 352 919	10 039 708	3,7	10 458 306	11 274 632	12 090 958	3,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	32 591 106	35 781 512	38 971 918	4,5	36 660 125	40 129 070	43 598 015	4,4
Transport, storage and communication	15 421 655	16 046 285	16 670 915	2,0	15 601 017	16 327 736	17 054 455	2,3
Financial intermediation, insurance, real estate and business services	58 749 601	64 699 061	70 648 520	4,7	61 740 274	67 956 953	74 173 632	4,7
Community, social and personal services	80 850 401	82 257 885	83 665 368	0,9	96 169 262	97 610 527	99 051 792	0,8
<b>Total</b>	<b>256 334 944</b>	<b>263 023 821</b>	<b>269 712 698</b>	<b>1,3</b>	<b>287 393 318</b>	<b>294 507 375</b>	<b>301 621 432</b>	<b>1,2</b>

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes).

**Table E - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits**

Industry	August 2009*				November 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	11 470	11 470	11 470	0,0	12 030	12 030	12 030	0,0
Manufacturing	8 639	9 063	9 487	2,4	9 000	9 418	9 836	2,3
Electricity, gas and water supply	19 028	20 755	22 482	4,2	20 534	22 322	24 110	4,1
Construction	6 310	6 983	7 656	4,9	6 620	7 360	8 100	5,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	6 257	6 939	7 621	5,0	6 392	7 093	7 794	5,0
Transport, storage and communication	12 712	13 634	14 556	3,4	12 454	13 530	14 606	4,1
Financial intermediation, insurance, real estate and business services	10 298	11 509	12 720	5,4	10 304	11 512	12 720	5,4
Community, social and personal services	11 698	11 984	12 270	1,2	12 689	12 981	13 273	1,1
<b>Total</b>	<b>9 965</b>	<b>10 278</b>	<b>10 591</b>	<b>1,6</b>	<b>10 376</b>	<b>10 694</b>	<b>11 012</b>	<b>1,5</b>

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

**Table F - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits**

Industry	August 2009*				November 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	8 133	8 529	8 925	2,4	8 351	8 740	9 129	2,3
Electricity, gas and water supply	17 887	19 514	21 141	4,3	19 088	20 759	22 430	4,1
Construction	5 996	6 649	7 302	5,0	6 204	6 908	7 612	5,2
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	6 072	6 720	7 368	4,9	6 174	6 832	7 490	4,9
Transport, storage and communication	11 781	12 650	13 519	3,5	11 455	12 467	13 479	4,1
Financial intermediation, insurance, real estate and business services	9 725	10 917	12 109	5,6	9 982	11 179	12 376	5,5
Community, social and personal services	11 419	11 701	11 983	1,2	12 292	12 579	12 866	1,2

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

## Explanatory notes

### Introduction

This publication contains results of the quarterly employment statistics survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the business; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.

Part 1 deals with the estimation of the number of employees and their earnings.

Part 2 deals with the estimation of average monthly earnings.

### Scope of the survey

1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993:

- mining and quarrying industry;
- manufacturing industry;
- electricity, gas and water supply industry;
- construction industry;
- wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
- transport, storage and communication industry;
- financial intermediation, insurance, real estate and business services industry; and
- community, social and personal services industry.

### Classification

2. The *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 *International Standard Industrial Classification of all Economic Activities (ISIC)*, with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**

### Statistical unit

3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.

### Purpose of the survey

4. The Quarterly Employment Statistics (QES) survey is a quarterly survey covering a sample of approximately 22 006 private and public enterprises in the formal non-agricultural business sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.



- Mining**
5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2006 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates**
6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates**
7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors**
8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Effects of rounding**
9. Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures**
10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

**Related publications** 11. Users may also wish to refer to the following publications which are available from Stats SA:

*Bulletin of Statistics.*  
*Labour Force Survey.*  
*SA Statistics.*

**Pre-release policy** 12. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).

**Response rate** The percentage response for the December 2009 quarter was 89,0%

**Abbreviations and symbols**

BSF	Business Sampling Frame
DME	Department of Minerals and Energy
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Service
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value Added-Tax
-	Not available

## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (2000=100). This index has been linked to the new CPI that has been rebased to 2008 = 100 from January 2009.
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<b>Gross earnings</b>	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; performance and others bonuses; overtime payments; and severance, termination and redundancy payments. Gross earnings in part 1 are the total sum of the earnings for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

<b>Industries</b>	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.
<b>Informal sector</b>	The informal sector consists of those businesses that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
<b>Number of employees</b>	The number of employees is the number of people employed by the business who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period.
<b>Ordinary-time hours</b>	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
<b>Overtime hours paid for</b>	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
<b>Overtime payments</b>	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
<b>Part-time employees</b>	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
<b>Performance and other bonuses</b>	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
<b>Permanent employees</b>	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.

<b>Quarterly percentage change</b>	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
<b>Reference quarter/month/period</b>	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.
<b>Severance, termination and redundancy payments</b>	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
<b>Temporary employees</b>	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

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